

Health and Wellness at Vanderbilt: An Integrated Program Approach

Mary Yarbrough, MD, MPH

Vanderbilt University, Nashville, TN

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Steps to a Healthier US Workforce Symposium

Objectives

- Overview Vanderbilt's approach to health and safety
- Discuss how integration of health and safety programs creates synergy
- Illustrate how evaluation can gain organizational support for programs



Mission

To provide programs that support the health and productivity of the Vanderbilt community



Mission

- **Education**
- **Research**
- **Patient Care**

Medical Center

- Hospital
- Children's Hospital
- The Vanderbilt Clinics
- School of Medicine
- School of Nursing



University

- 10 Schools
- Medical Center
- Public Policy Institute
- First Amendment Center



People

- 2,600 faculty
- 15,100 staff
- 11,000 students

“Keeping an Eye out for One Another”

- “We have to sustain an environment at this University that is thoughtful, that is humane, that is constructive, and supportive - not only for those to whom we reach out, but also for ourselves”



Chancellor Gordon Gee

Vanderbilt Leadership Strives...

- for excellence
- to reach “10 by 10”
- to recruit and retain the best



Human Resources Goals

- Recruit the best and brightest
- Develop the talent and skills
- Assist those who seek other opportunities outside of the Vanderbilt system



Health and Wellness Alignment with Mission, Vision, and Goals

- Support recruitment and retention
- Improve health and productivity while maintaining safety compliance
- Encourage work/life balance



**Occupational
Health Clinic**



**Vanderbilt
Health & Wellness**



Mission

Promote and protect workplace health and safety

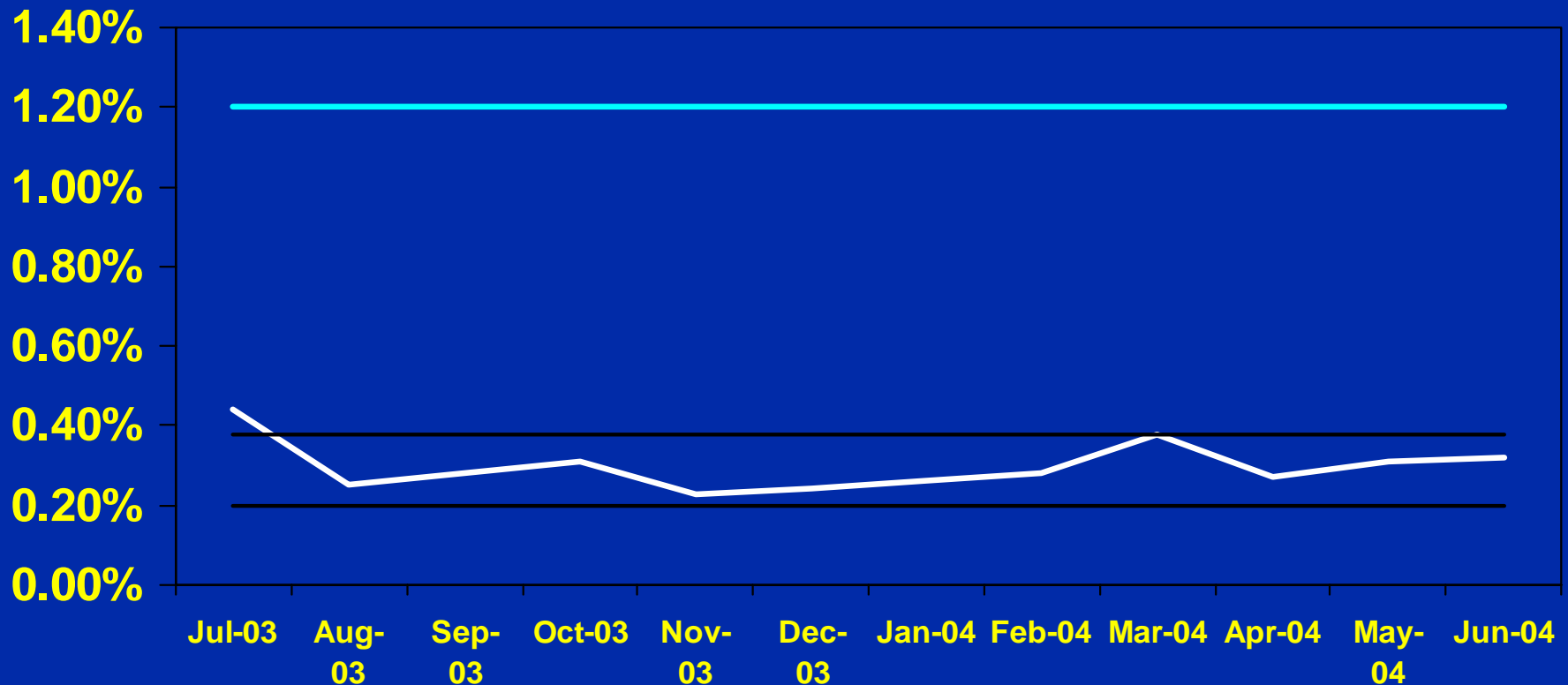
- Injury and Illness Prevention
- Medical Screening for Workplace Hazards
- Care for Work-related Injury/Illness and Acute Care
- Return to Work Program and FMLA

Categories of Workplace Hazards

- Biological
- Physical
- Psychological
- Chemical
- Ergonomic
- Safety

Blood/body Fluid Exposure Rate

Value Added: Improved Safety and Reduction in Worker's Comp Claims



— VU exposure rate — Upper Control Limit
— Lower Control Limit — National Average

Categories of Workplace Hazards

- Biological
- Physical
- Psychological
- Chemical
- Ergonomic
- Safety

Bernardino Ramazzini on the Disease of Learned Men....



- “Thus it is that scholars, even when endowed by nature with a jovial temperament, gradually become saturnine and melancholic.”
 - Diseases of Workers (Translated from the Latin text De Morbis Artificum of 1713)

**Occupational
Health Clinic**

**Work/Life
Connections--EAP**

**Vanderbilt
Health & Wellness**





Mission

Connecting faculty and staff with resources when
life is challenging

- Counseling
- Resource Referral
- Proactive Workshops

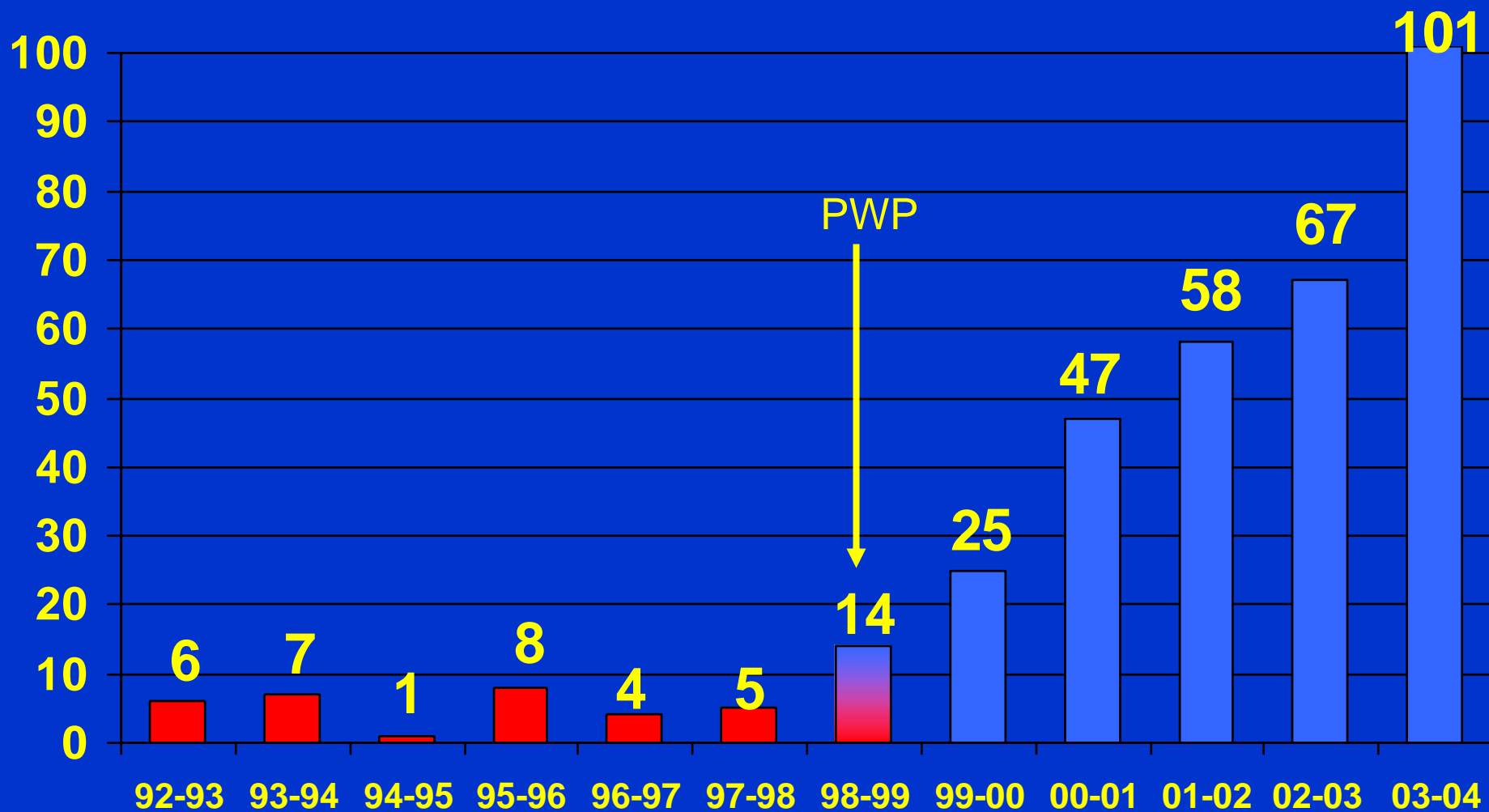
Surveillance Events

FY 1997-98

- 4 MD deaths
 - Suicides (2)
 - Domestic violence (1)
 - Death from unknown cause (1)
- 2 MD terminations for misconduct
- 2 MD sexual boundary charges in credentials applications

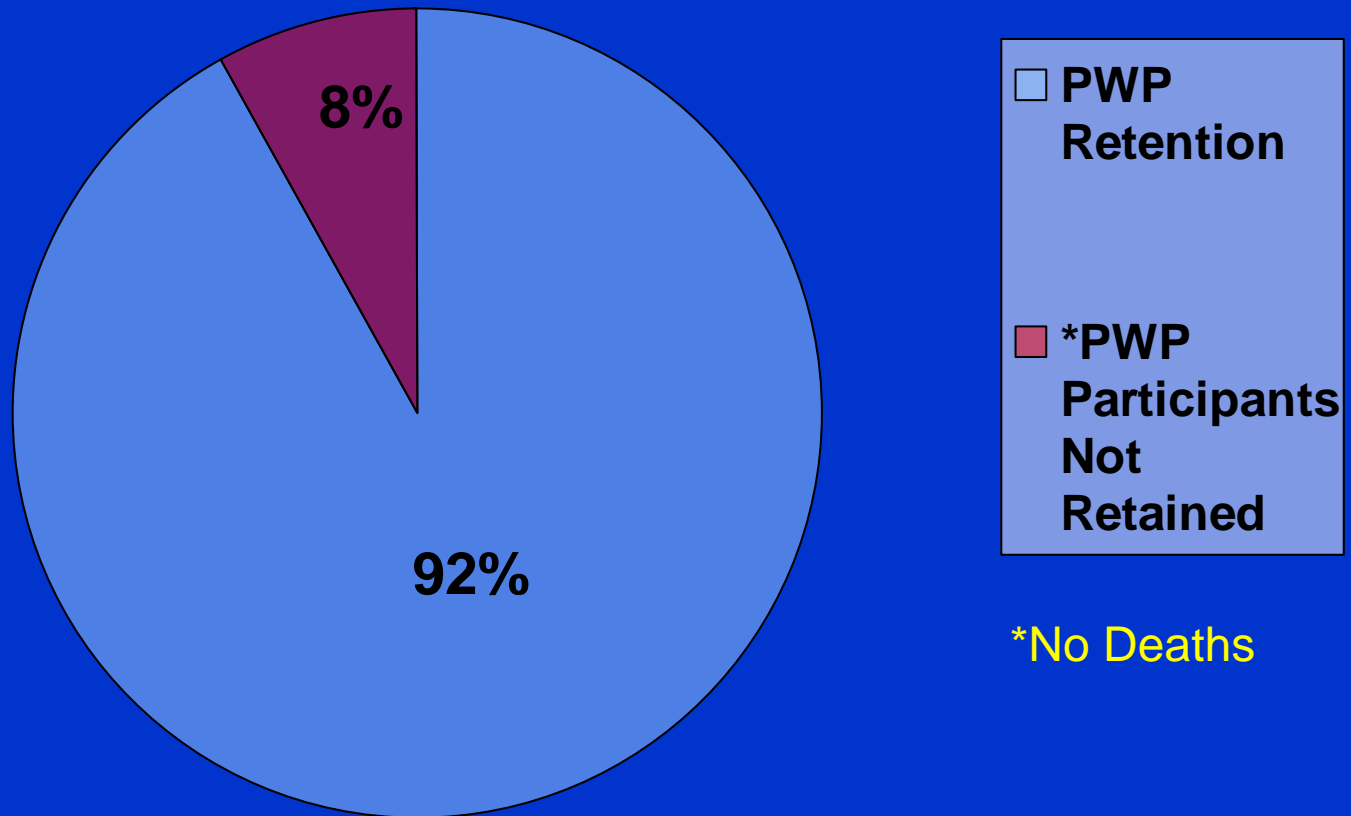
Utilization of Physician Wellness Program

Value Added: Reduced Stress



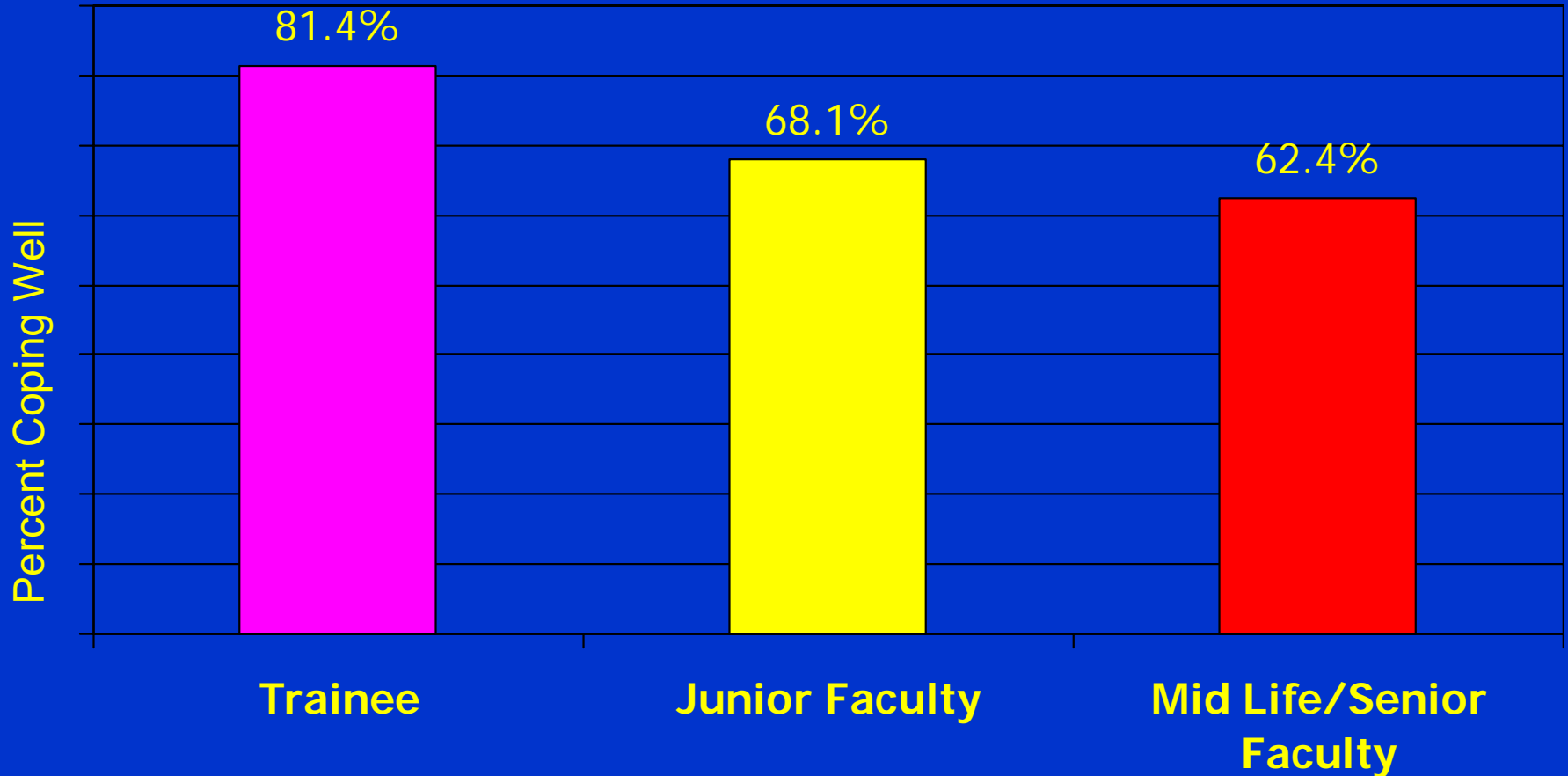
WLC-EAP Physician Wellness Program

Value Added: Participant Retention



Stress in All Phases of Career

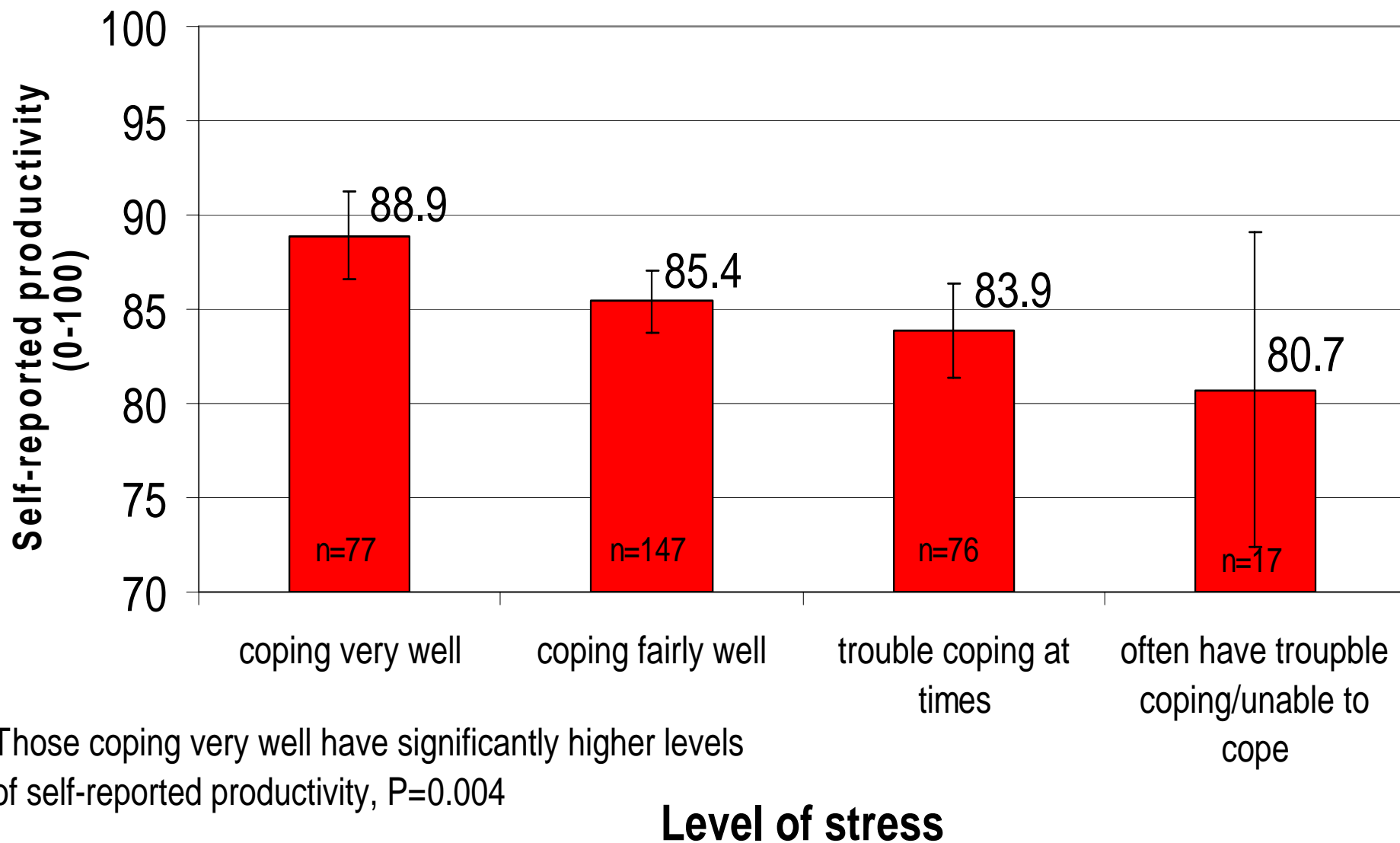
WLC Stress Survey



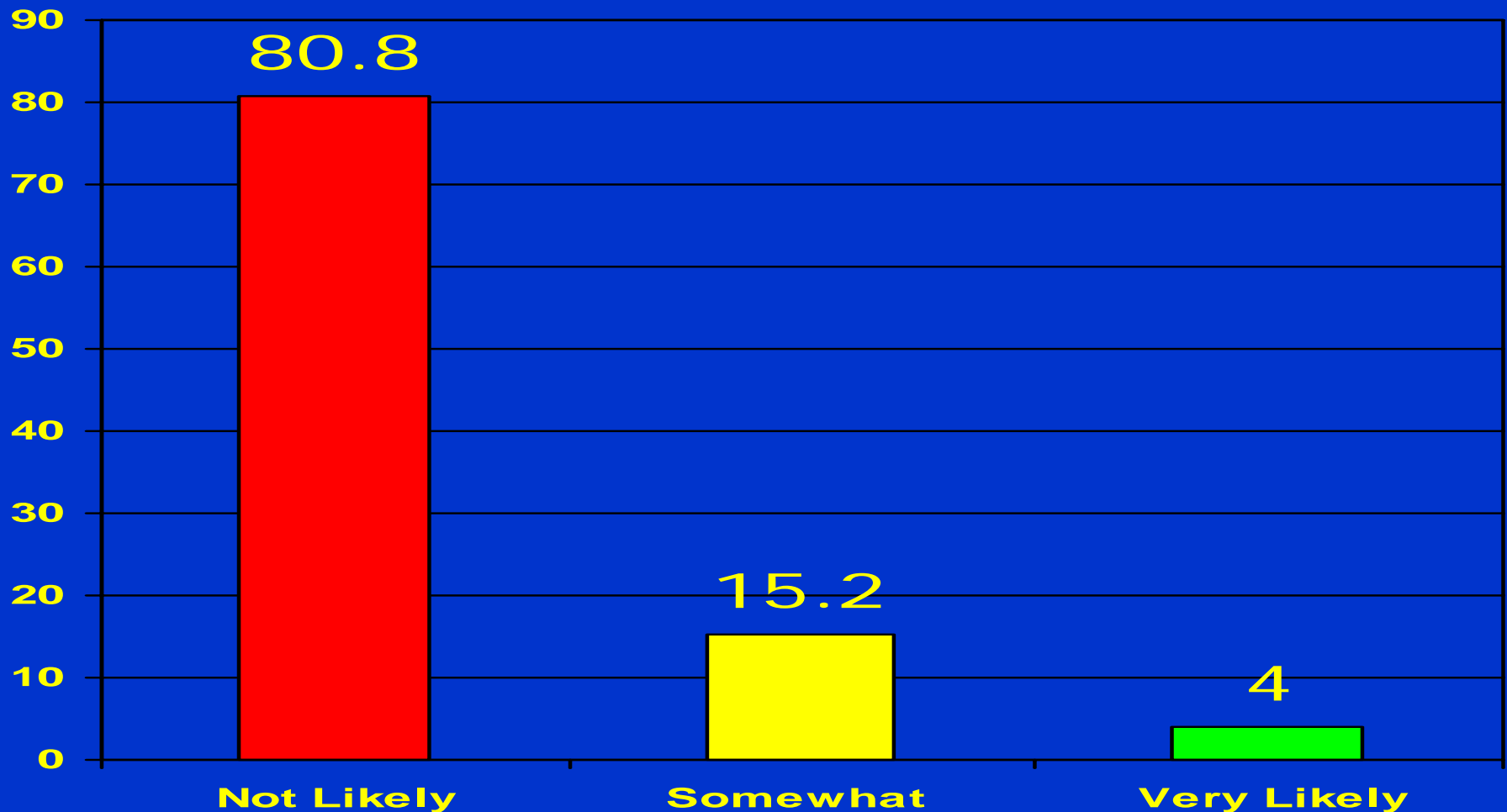
Top 5 Stressors

- Too much work
- Lack of sleep
- Long hours
- Job demands
- Frequent interruptions

Productivity and Stress

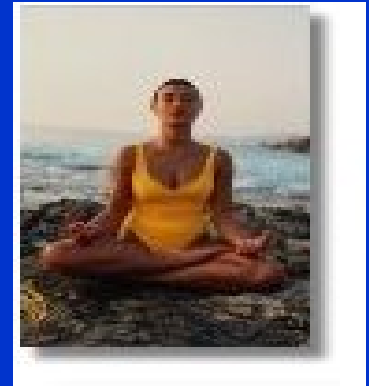


Likely to Leave Current Position Within Next Year Due to Stress



Techniques to Reduce Stress

- Exercise
- Meditation
- Pleasure reading
- Prayer
- Socialization
- Focus on family relationships



**Occupational
Health Clinic**

**Work/Life
Connections--EAP**

**Vanderbilt
Health & Wellness**

HEALTH Plus



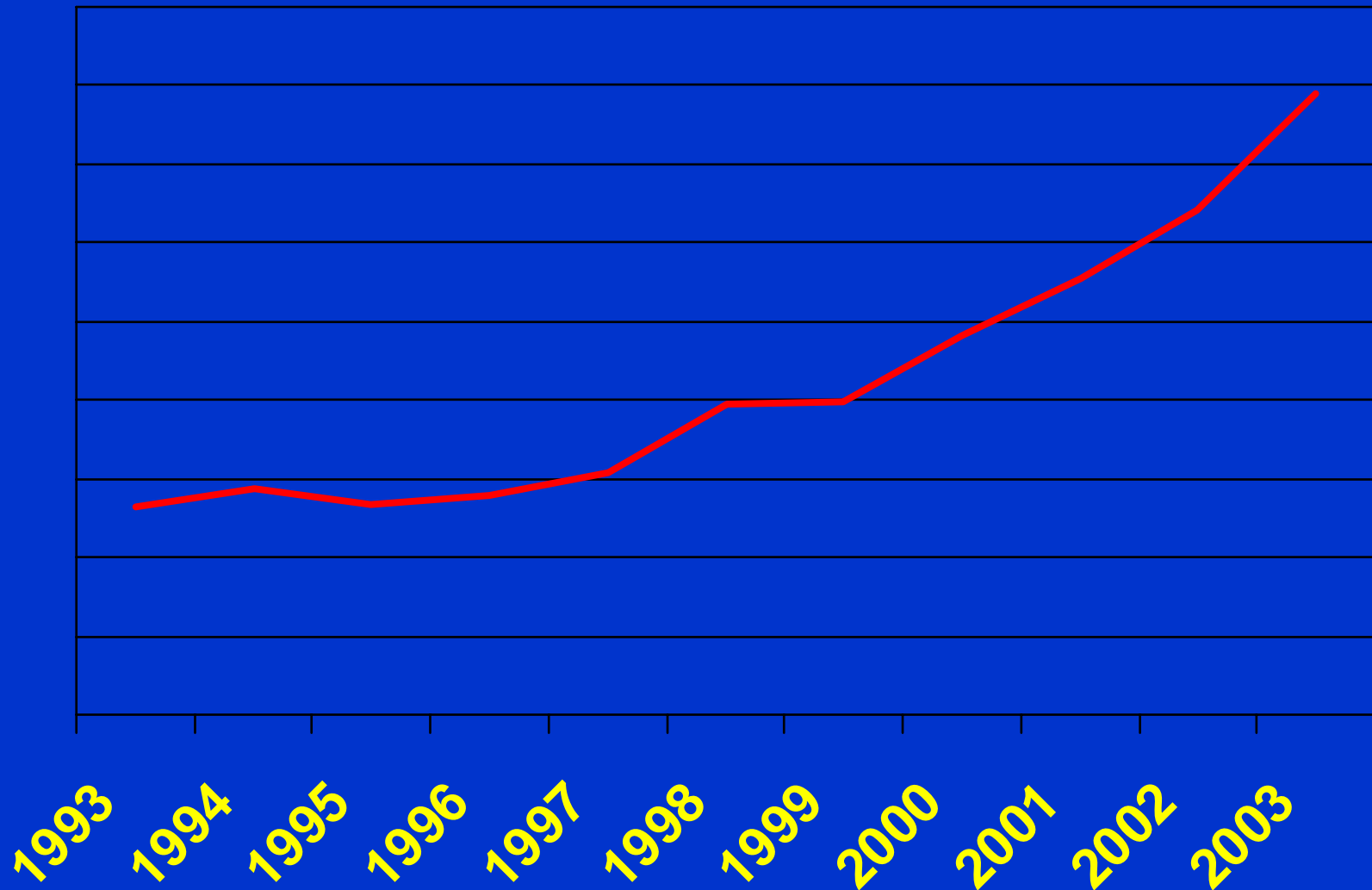


Mission

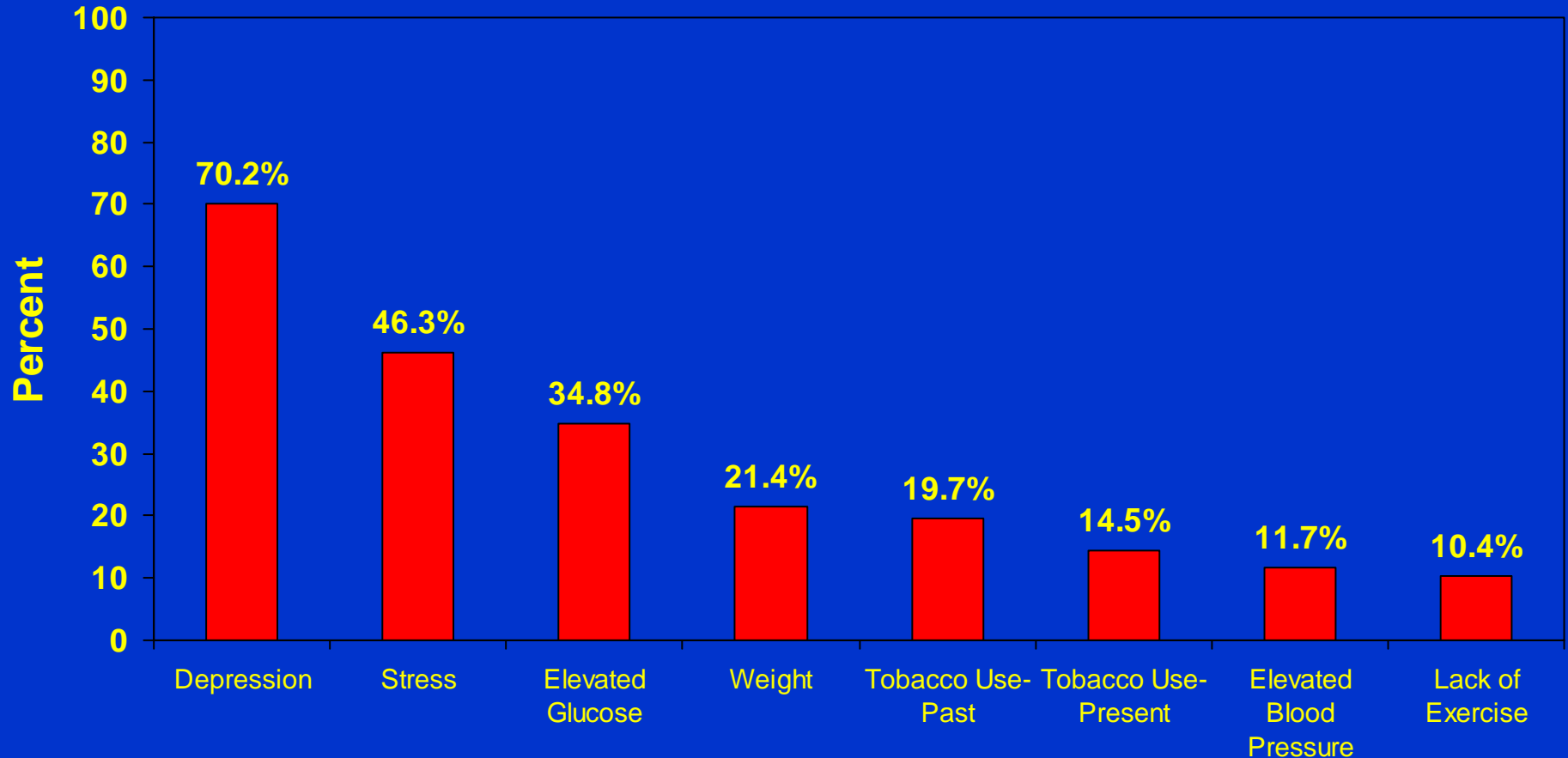
Promote healthy lifestyle practices in the workplace and at home

- Risk Identification
- Coaching and Incentives for Risk Reduction
- Programs to Promote Healthy Lifestyle Practices

Health Plan Costs Tripled Over 10 year Period




Modifiable Risk Factors



Healthcare costs for depressed & stressed employees are significantly higher.

HERO Study

Risk Identification Via Health Risk Assessment



CONCISE ASSESSMENT PLUS

Personal Wellness Profile

♦ Use a Number 2 pencil only.
 ♦ Print clearly in the boxes, and make heavy black marks, filling the ovals completely.
 ♦ Erase changes cleanly, and do not make any stray marks.
 ♦ Do not fold or wrinkle the questionnaire.
 ♦ To fill in ID number and name sections, start from the left and use only as many spaces as needed, leave the rest blank, do not insert dashes.

Proper Mark:

Improper Marks:

LAST NAME - SPACE - FIRST NAME

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

PRINT NAME AND ADDRESS CLEARLY

NAME - FIRST, M. LAST

ADDRESS

CITY

STATE

ZIP CODE

PHONE HOME

PHONE WORK

COMPANY NAME

DATE TODAY

YOUR BIRTHDAY

PERSONAL ID/SOCIAL SECURITY (no dashes)

0	1	2	3	4	5	6	7	8	9
---	---	---	---	---	---	---	---	---	---

GROUP ID NUMBER

0	1	2	3	4	5	6	7	8	9
---	---	---	---	---	---	---	---	---	---

GENDER	HEIGHT		WEIGHT	AGE in years
	ft	ins	lbs	
<input type="radio"/> male	5	0	150	25
<input type="radio"/> female	5	0	125	25
	6	0	175	26
	6	0	150	26
	6	0	125	26
	6	0	100	26
	6	0	75	26
	6	0	50	26
	6	0	25	26
	6	0	0	26
	6	0	150	27
	6	0	125	27
	6	0	100	27
	6	0	75	27
	6	0	50	27
	6	0	25	27
	6	0	0	27
	6	0	150	28
	6	0	125	28
	6	0	100	28
	6	0	75	28
	6	0	50	28
	6	0	25	28
	6	0	0	28
	6	0	150	29
	6	0	125	29
	6	0	100	29
	6	0	75	29
	6	0	50	29
	6	0	25	29
	6	0	0	29
	6	0	150	30
	6	0	125	30
	6	0	100	30
	6	0	75	30
	6	0	50	30
	6	0	25	30
	6	0	0	30

QUESTIONS

1. Health view Mark any of the following that apply to you:

- ☐ I'm as healthy as anybody I know.
- ☐ I seem to get sick a little easier than other people.
- ☐ I expect my health to get worse.
- ☐ I have a serious health problem.

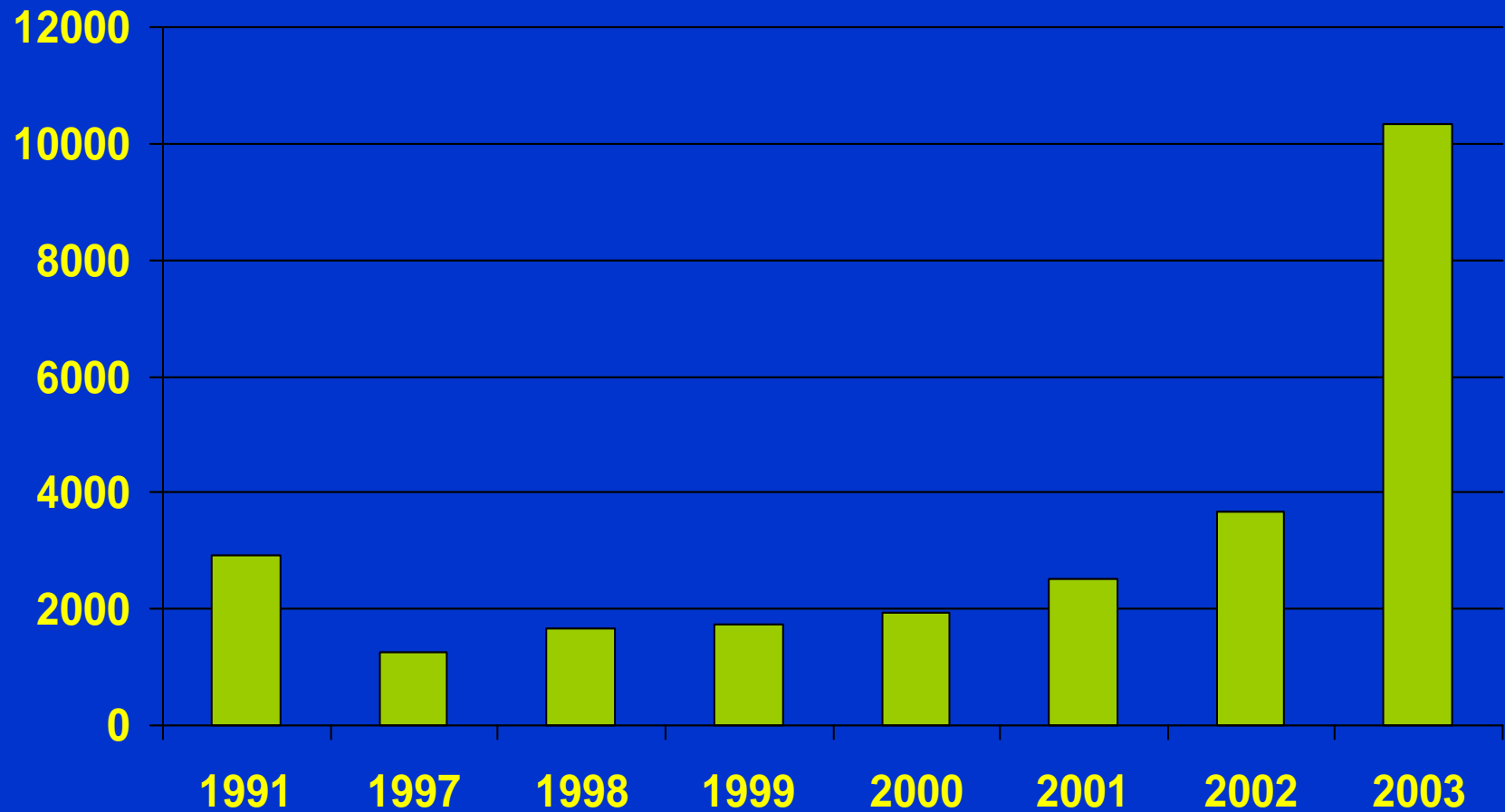
2. General health Complete the following statement. In general, my overall health is...

<input type="radio"/> excellent	<input type="radio"/> fair
<input type="radio"/> very good	<input type="radio"/> poor
<input type="radio"/> good	

3. Family health history Mark any of the following health problems found in your family (parent, brother, sister):

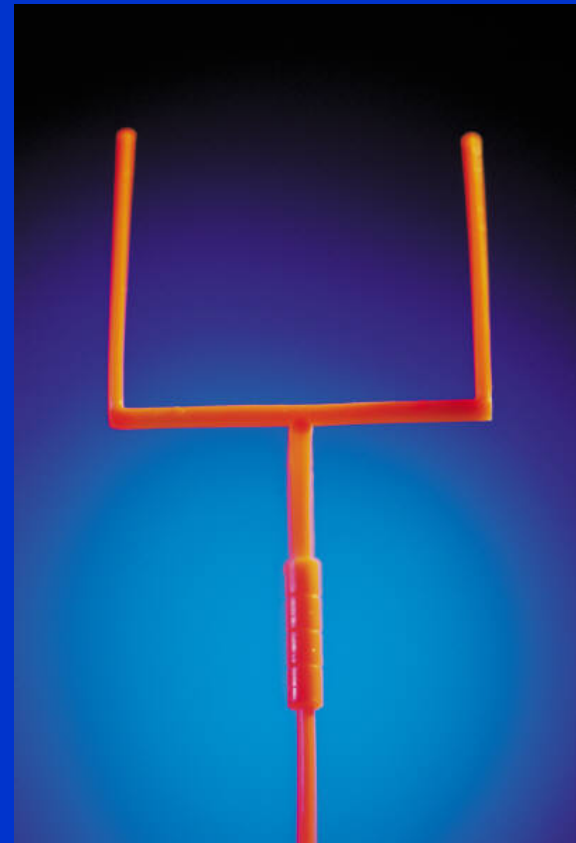
- ☐ colorectal cancer
- ☐ breast cancer
- ☐ diabetes
- ☐ coronary heart disease, heart attack, or coronary surgery before age 55 in men, before age 65 in women
- ☐ high blood pressure
- ☐ high blood cholesterol

68% Faculty and Staff Complete a Health Risk Assessment

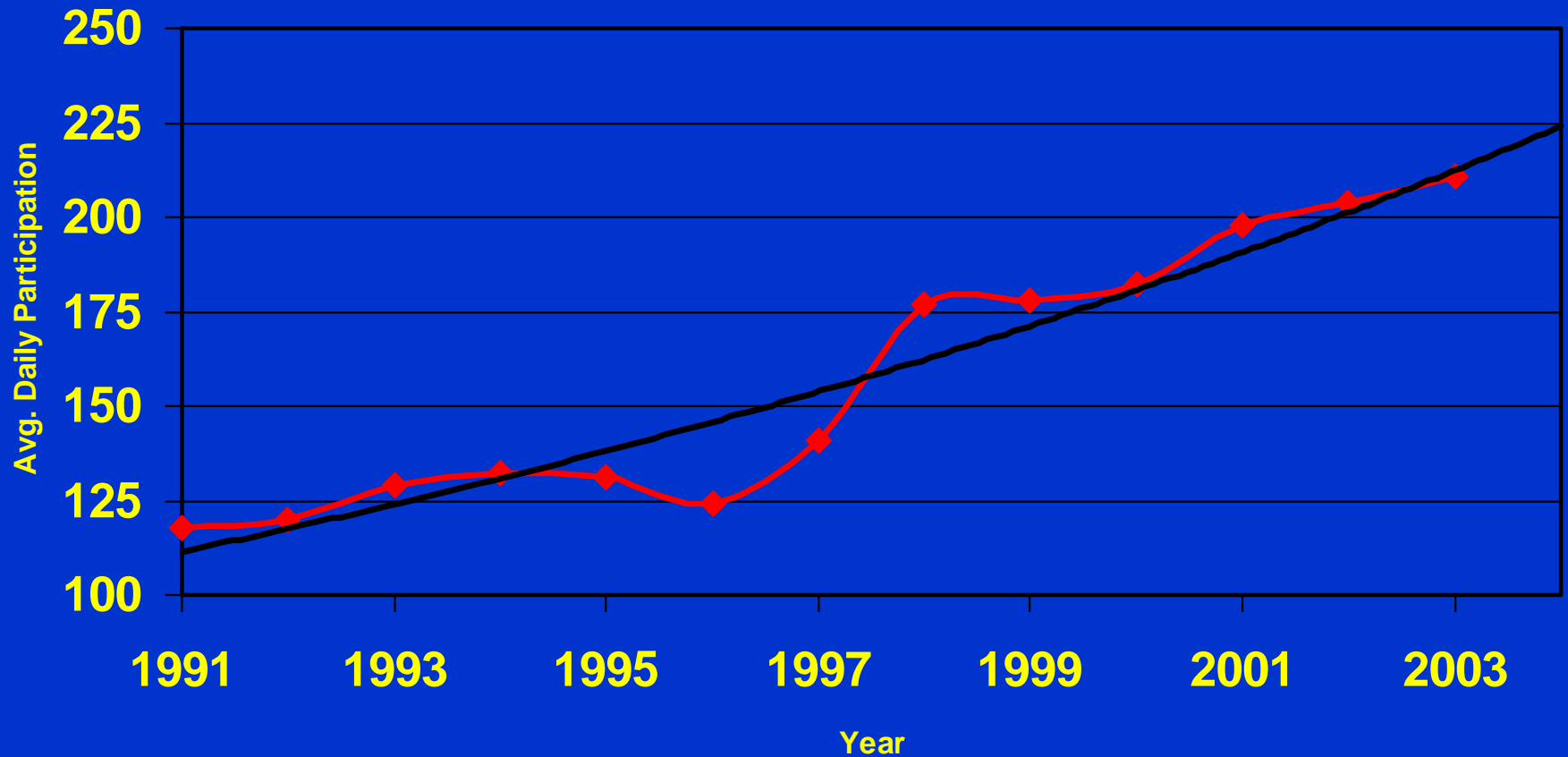


High Risk Program Priorities

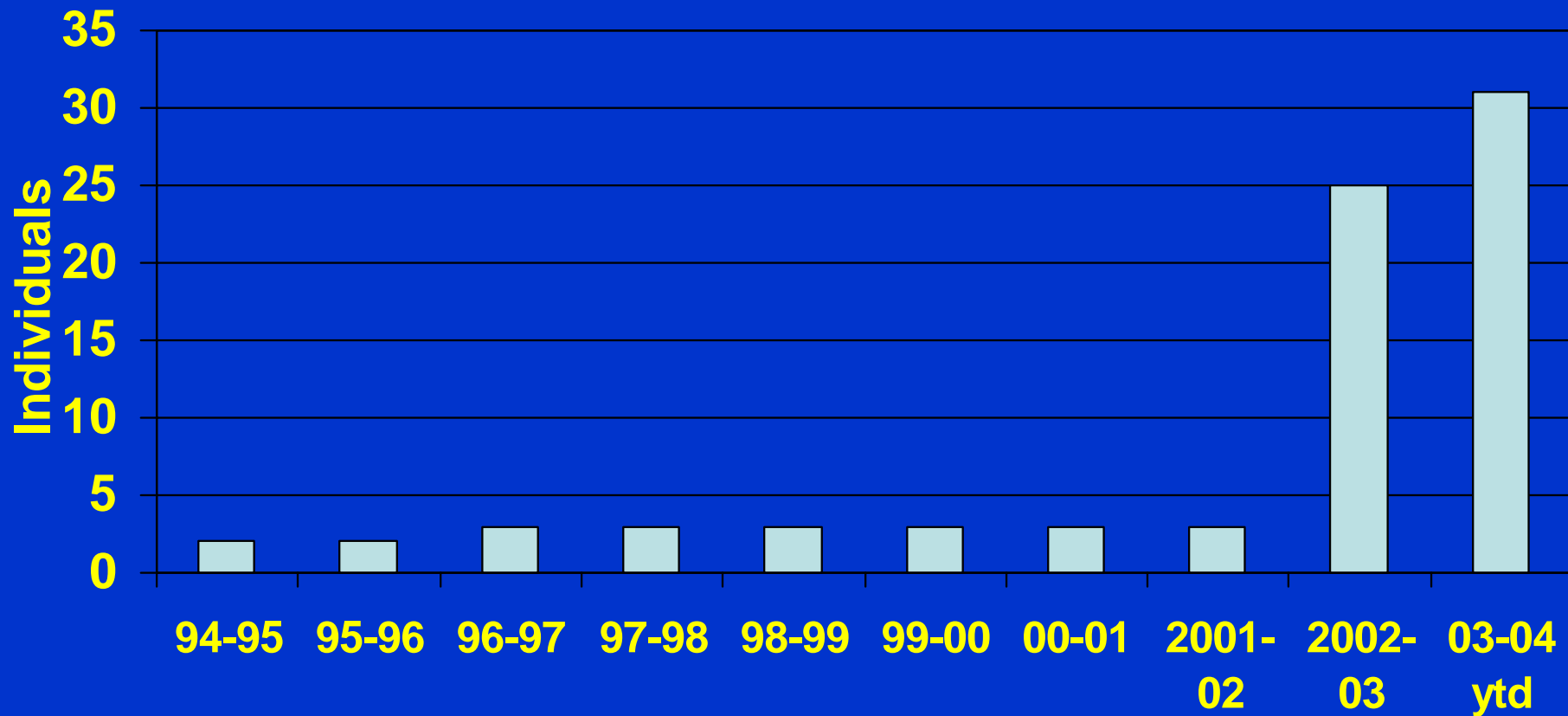
- Increase Exercise
- Decrease Use of Tobacco
- Improve Nutrition
- Stress/Depression Reduction



Exercise: Facility Utilization

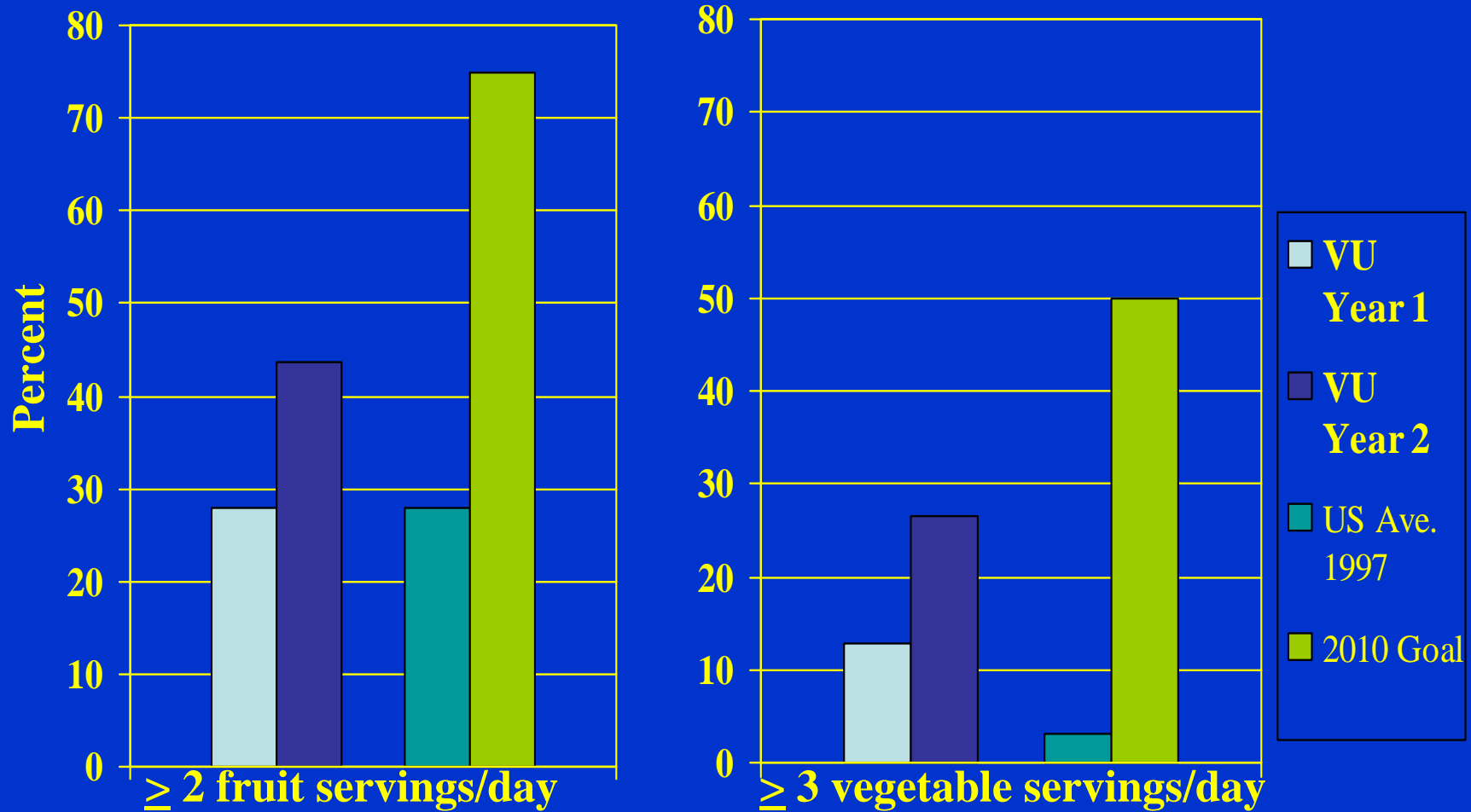


Smoking Cessation Program Participation



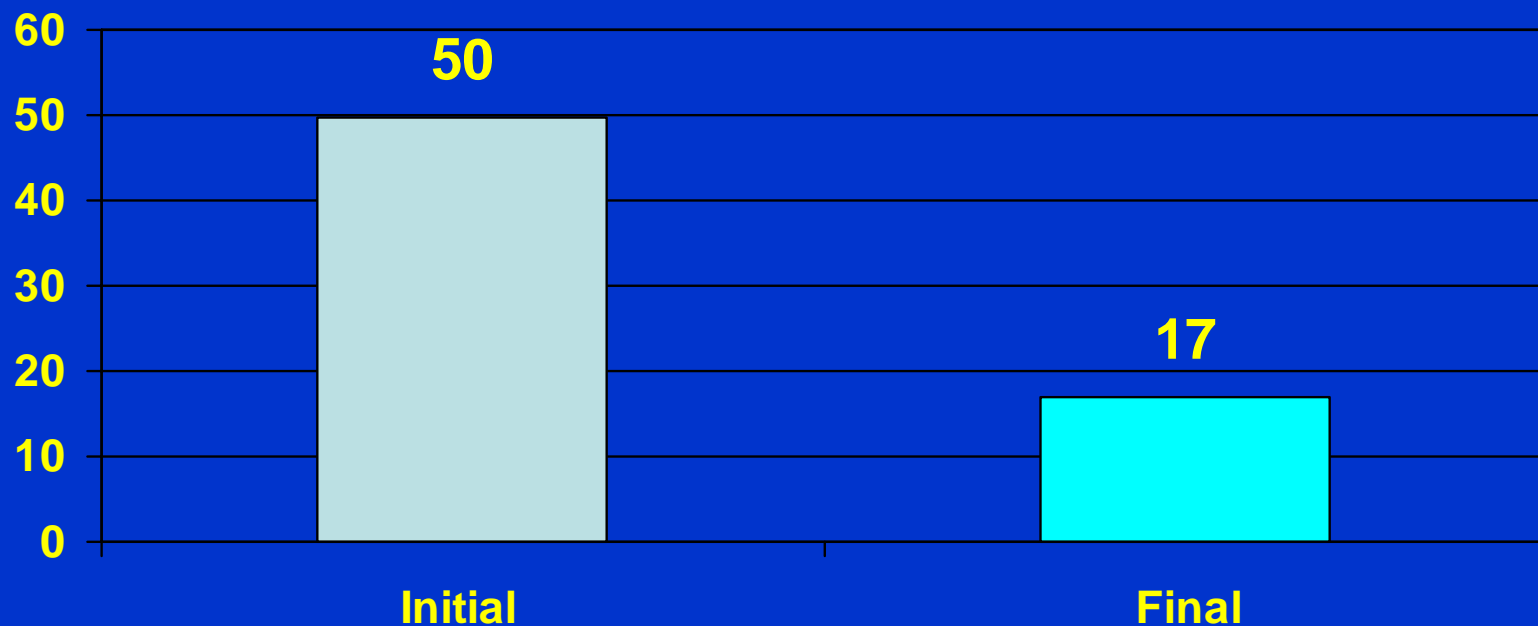
Participation is defined as completion of an 8 week program in individual, group or telephone counseling.

Fruit and Vegetable Consumption



Depression Score Before and After Counseling

Value Added: Reduced Depression



*Burns Depression Checklist-Revised: Developed by David Burns, MD
Stanford University 1984.

HEALTH *Plus*

Data “Peek” at Risk Counseling

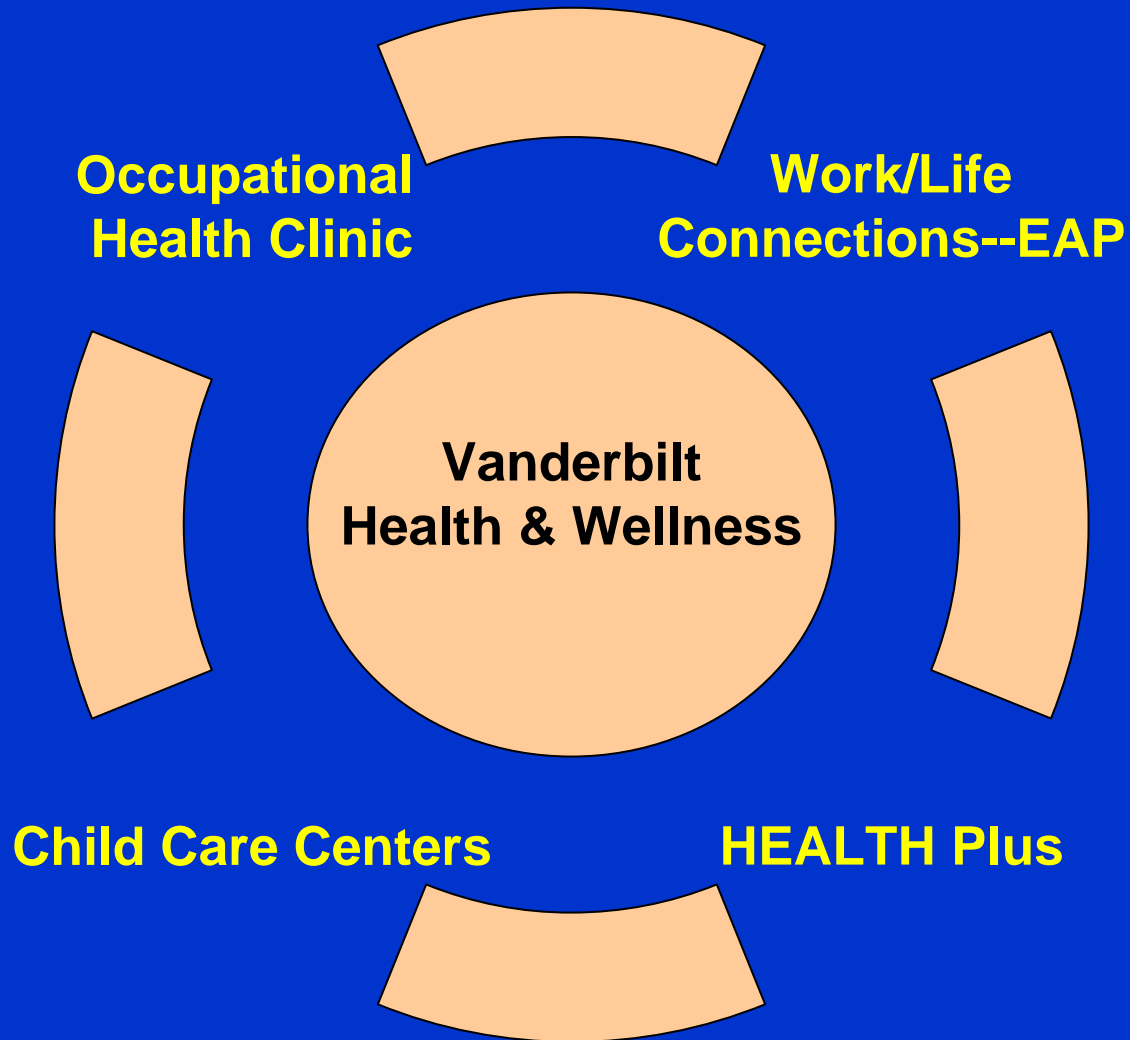
Value Added: Reduction in Health Care Costs

- Average Wellness Score for 368 Participants
 - Year One **32**
 - Year Two **34**
- 2-point Increase: Health Cost Savings of \$22,080

Stress Reduction Interventions

Work/Life Connections Stress Survey

- Healthy lifestyle promotion
- Management/leadership skills
- Time management
- Balancing work and family life





Mission

Provide quality child care and early childhood education to Vanderbilt community

- Quality Child Care
- Early Childhood Education

Value of Family Life Programs Such as Child Care

- 1998 Fortune 500 Survey
 - Increased Retention 71%
 - Improved Morale 54%
 - Greater Productivity 46%
 - Improved Recruitment 38%
 - Enhanced Commitment 31%

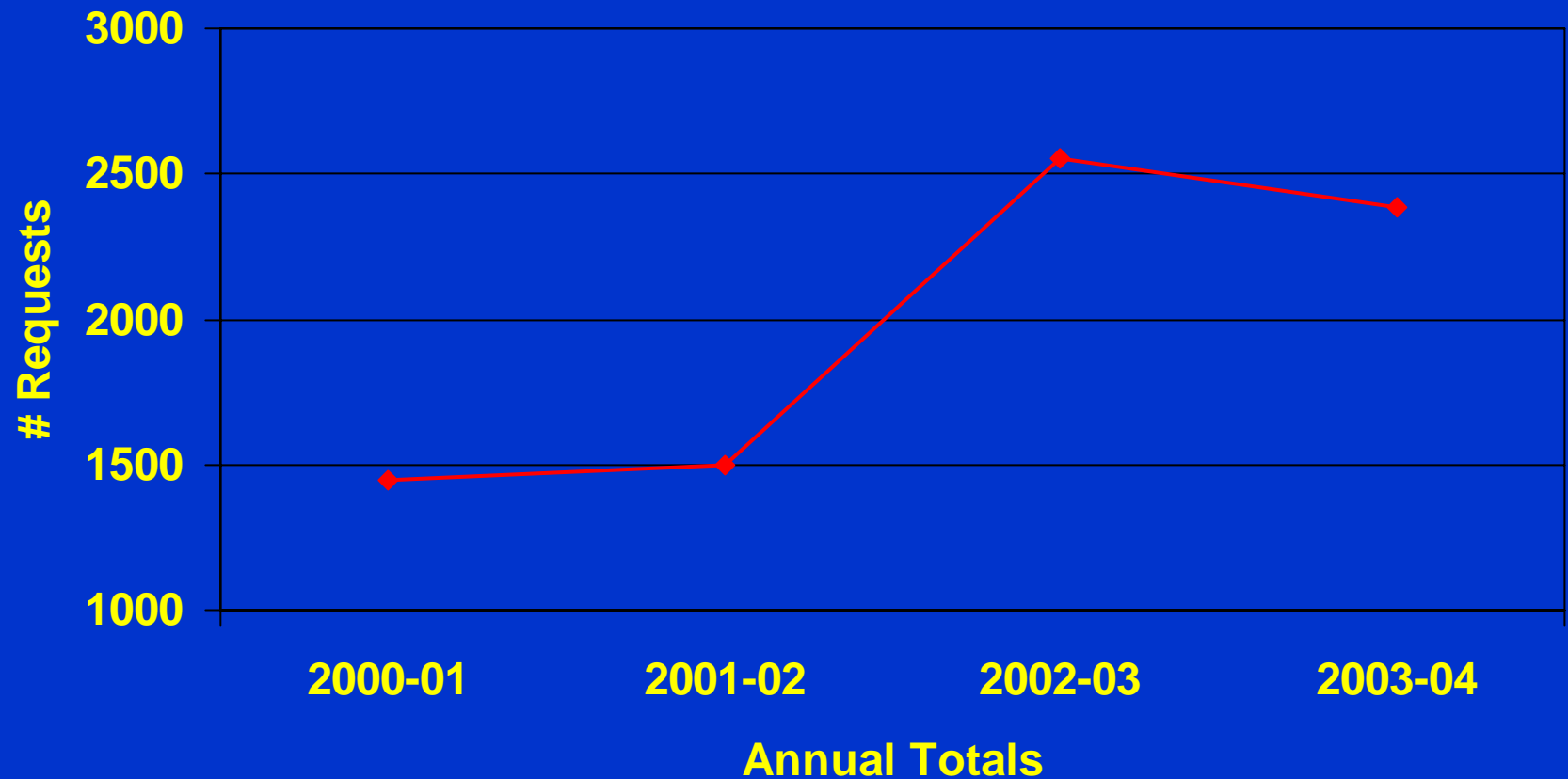
Child Care Parent Satisfaction Survey

Value Added: Job Satisfaction and Reduced Absence

- 100% stated child care
 - contributes to job satisfaction
 - supports balance of work and family life
- 98% able to work regardless of weather
- 98% able to interact with children when necessary without leaving jobsite

Occupational Health Processing of FMLA Requests

Value Added: Absence Planning and Compliance



National Recognition Corporate Health Achievement Award



- First Institution of Higher Education to Receive CHAA
- First Academic Medical Center to Receive CHAA